

11/3/88

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**REMARKS**

Bob:

Thought you would be interested in this report which covers both, the trip to New Mexico where we had the demonstration, and the trip to Florida where we were very successful in reaching scores of university key personnel as well as students. Note that Congressman Richardson has interest in Hispanic recruiting in both of these areas.

A detailed trip report on our Florida trip is in final stage; will forward a copy to you soon.

Give me a call when we can meet and discuss our efforts.

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions efforts.

FROM: (Name, org. symbol, Agency/Post)	Room No.—Bldg.
<div></div> Hispanic Employment Prog. Mgr./EEO	626 C/C
	Phone No. <div></div>

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## Hispanic Employment Program

### Quarterly Report

(Aug. - Sept. 1988)

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#### I. Hispanic Heritage Week Activities, September 1988

Several activities were carried out to commemorate his yearly event.

A. A planned speech by Congressman Bill Richardson was cancelled by his office; however, we were able to proceed with our program when Dr. Rita Rodriguez, Director, Export Import Bank, accepted our invitation to address a Hqtrs. auditorium audience on 14 September. The speaker, D/EEO and HEPM met with the DDCI in his office prior to the speech delivery, and the DDCI also introduced our speaker to the audience.

The speech dealing with the contributions Hispanic women have made to society as well as the challenges facing this group and the Hispanic community in general, received accolades from those present. Worthy of mention is a letter sent in by an Agency Hispanic female participant who praised the message as "inspiring" and requested a video tape of the speech which she subsequently showed to a group of colleagues in her home office. The speech was substantive, timely, well delivered and well received.

B. A second portion of our activities included a month-long art show in the Hqtrs. exhibit hall featuring three artists from the Southwest: Presciliano Romero, Bill Rakocy and Manuel Acosta. The show has been widely praised by viewers who commented on the superb artistic abilities of the artists as well as the historical interest of the subject matter which in one case included a recreation of Spanish missions throughout Texas.

C. The third part of our celebration revolved around a series of special menus featured in the Hqtrs. auditorium. Typical foods were served throughout the week beginning with the well-known tacos to the more exotic "arroz con poyo."

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#### II. Hispanic Advisory Board Launched

The initial meeting of the Agency's Hispanic Advisory Board was held on 28 July, 1988 in Headquarters. Robert Fitzgerald, EEO Director, joined [ ] the Hispanic Employment Program Manager, in welcoming a group of 18 board members selected by their components following their positive response to a questionnaire canvassing their interest in this organization. Components in all four directorates are represented in this group whose goal

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it is to be a sounding board for issues of concern to the community, provide the HEPM with assistance in recruiting efforts and in delivering special programs and, in general, carry out those activities which members determine will further the wishes and aspirations of the Hispanic community, both inside and outside the Agency.

[redacted] of the IC Staff, has been named point of contact to gather and compile data on recommendations for an agenda for the next meeting of the Board, currently scheduled for November.

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### III. Recruiting.

Two major trips were undertaken during this quarter, to schools in New Mexico, Texas, and Florida.

#### A. New Mexico/Texas, September 1988

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A major effort to recruit in the Hispanic community began with a week-long trip which saw a group of 8 Agency representatives visiting 4 universities in New Mexico and Texas. The Agency group was comprised of Bob Fitzgerald, D/EEO, [redacted] EEO/HEPM, [redacted] Chief Arms Control Staff, [redacted] DO, [redacted] DO/CT and [redacted] DI/ALA, and [redacted] S&T/OTS.

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Between 200-300 students came by our booth at the University of New Mexico, Albuquerque on Monday, September 26. Several agency reps managed a very busy booth while several others interviewed students who had signed up beforehand in the Placement Center.

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The Career Day activities were abruptly interrupted when a group of about 30 students protesting Agency presence on campus "crashed" the event bringing to an end the entire career fair. Chanting "Hey, hey, CIA, how many people did you kill today?", the protesters (not all university students) marched into the booth area, dismantling our display and taking away our literature. This finalized a day long of activities which had started early in the morning with a rally outside the career fair activity area. Plans to return to this university on Thursday and Friday to attend the Hispanic Engineers Organization Career Fair were scrubbed in view of the university's inability to prevent further hostilities against the Agency. Nevertheless, a room as booked at a nearby hotel and students who had signed up for interviews on Thursday and Friday were able to do so. Very few of these students were the minority candidates we had set out to reach at this university.

Congressman Richardson, D/New Mexico and member of HPSCI has been briefed on the events of this week.

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The remainder of the week proved a total success with about 300 students visiting the Agency booth at New Mexico State University, side meeting with key university personnel as well as three full interview schedules attended to throughout the visit.

Likewise, the day spent at the University of Texas at El Paso proved relatively uneventful with scores of candidates visiting our booth and literature handed out to well qualified potential candidates.

It should be noted that [REDACTED] placement director at New Mexico State University (NMSU), continues his outstanding support of the Agency and its EEO effort. To date, more than 20 completed PHS application forms from well qualified Hispanic students, majoring in relevant (to Agency) fields, such as Engineering, have been received by the HEPM..

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B. Florida, 16 - 20 October, 1988

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With the goal of reaching and recruiting within the Cuban American community in Florida, EEO's Deputy Director and Hispanic Employment Manager led a group of key individuals from across the directorates as well as the D/OP in a sweep through 4 universities in Florida, 16 - 20 Oct.: University of Miami, Florida International, University of Florida and Florida State. Scores of meetings and overviews were held with placement officers, department chairmen, deans, and other central figures at the universities.

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[REDACTED] DI, [REDACTED] DS&T, [REDACTED] and the other OP personnel present indicated interest was very high at all the universities in the overall theme of our presentations which stressed career opportunities as well as the EEO/OP managed student programs. The week culminated with attendance of Government Career Day at Florida State where approximately 200 students visited our booth, several resumes were collected, while other strong candidates were encouraged to submit their resumes to [REDACTED]. A resume of an outstanding candidate majoring in Japanese and Mandarin Chinese has been received and forward to the CT Div., FBIS and several offices in the Agency. A PHS is being sent with instructions to return to Agency ASAP.

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Our report of activities and accomplishments during this trip will be provided to the Office of Congressional Affairs for possible briefing of Congressman Richardson who has in the recent past shown interest in our recruiting efforts of Hispanics, not only in his district (New Mexico), but also in the Florida area.

#### IV. Upcoming Events

A. The HEPM is planning to attend the American Indian Science & Engineering (AISES) Tenth Annual National Conference on 10 - 13 November in Dallas, Texas. The theme of the the conference is "Taking tradition to tomorrow" and will be a good opportunity for the Agency to gain entrance, at least partially, into this very difficult to penetrate, culture and

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candidate pool.

B. We will attend the Second Annual Eastern Technical & Career Conference organized by SHPE (Society of Hispanic Professional Engineers) to be held in Washington, D. C., Nov. 17 - 19, 1988.

C. HEPM plans to attend the Third Annual Rio Grande Corridor High Technology Minority Job Fair, February 3 - 4, 89, in Albuquerque, N.M. This fair attracts over 500 minority Junior and Senior college students - Hispanic, Native American, Black and women, majoring in the fields of Engineering, Math, Computer Science, and Physical Science, Technical Communications and Business from 7 universities in the Rio Grande Research Corridor.



Hispanic Employment Program Mgr.

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was underscored by overnight polls that showed a mix of results. A national sample taken by ABC News in which respondents were asked who won the debate showed Dukakis "won" by 44 to 36 percent, and one taken for Newsweek by the Gallup organization had the two

The Dukakis campaign said its internal polling showed the race now even; the Bush campaign said its overnight sampling gave the vice president a slight lead. Several "people meters" surveys, which recorded the instantaneous reaction

sion — and not entirely along partisan lines — among political insiders Monday on that question.

"I think Dukakis gets the challenger's break," said Democratic pollster Paul Maslin. "He was on the same stage as the vice president. He acquitted himself well —

in times of peace and prosperity," Schneiders said. "Dukakis has got to make a compelling case in order for people to risk a significant change. It's not clear to me he made that breakthrough. So my view is that

MORE: See FIRST on PAGE A6

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# Protesters Halt CIA Recruiting Session

## Covert Operations Come Under Fire

By Anthony DellaFlora

JOURNAL STAFF WRITER

Noisy student protesters crashed a Central Intelligence Agency recruitment presentation at the University of New Mexico Monday afternoon, forcing recruiters to cancel it.

Chanting "Hey, hey, CIA, how many people did you kill today?" and carrying anti-CIA placards, about 30 students confronted recruiters in a lounge just off the Student Union Ballroom, where the agency had held a morning presentation.

The five recruiters stood silently during the demonstration and declined to comment on the incident.

The demonstration followed an hour-long rally on the mall just north of the Student Union, where speakers assailed the CIA for its covert operations around the world, including Nicaragua.

After the brief protest in the student union, CIA representatives said the 2 p.m. briefing was canceled. They said there had been no decision on whether the agency would conduct interviews on campus Thursday and Friday as planned.

About 60 students had been scheduled for interviews, said George Sandoval, director of the



Monday, Sept. 26, '88, Albuquerque Journal, Albuquerque, New Mexico

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consultant to help prepare a second, more detailed mental health plan. That plan is now being drafted by a citizens' council appointed by the administration. It, too, is expected to emphasize locally based, locally controlled mental health services and de-emphasize the hospital's traditional role.

Carruthers' comments Monday "are so dramatically opposed to what his planning council is coming up with ... it makes me wonder what the point of the planning

Gov. Garrey Carruthers, right, announced Monday the appointment of Dr. Pablo Hernandez, left, as director of the Las Vegas Medical Center.

NEIL JACOBS / JOURNAL

process was," said Don Westervelt, director of the mental health project for the Protection & Advocacy System. The P&A System is a non-profit, federally funded group that advocates better conditions for handicapped and mentally ill people.

Hernandez said he advocates improved conditions for mentally ill

people and consumers of mental health services. "That mentally ill person is one of the most desecrated and stigmatized persons we have in our country today," he said.

"To those patients living out there in the cottages, I pledge my unconditional guarantees of alliance and service," he said.

Hernandez had headed the Mississippi hospital since June 1980. Previously, he held other jobs at the hospital, a Mississippi mental health center, and the Virginia Mental Health Department.

A native of Cuba, he studied medicine at the Salamanca Medical School in Spain.

## Protesters Halt CIA Recruiting Session

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Monday were cancelled, Sandoval said, and interviews set for later in the week are in doubt. "They are considering not returning to UNM to recruit," he said.

Protesters had planned to sit in on the 2 p.m. presentation and ask questions, said Gail Evans, one of the student organizers. "We never planned on actually kicking them off today."

The CIA was there as part of "Government Career Day" at the university.

During a speech at the rally, ex-CIA agent Richard Martinez urged students to put a stop to on-campus recruiting at UNM and to avoid working for the agency.

"You have to be the type of person who has no morals, no scruples and no conscience," said Martinez, an Albuquerque resident who said he worked for the CIA in South America from 1962-65.

"The CIA is nothing but a police force of the rich and the super-rich," he added.

Other speakers said students should appeal to the university administration to stop the recruiting.

Fred Chreist, vice president of student affairs, said Monday afternoon that the administration has no plans to ban the CIA.

"We have a number of students who are considering possible employment with them," Chreist said. "On government recruiting day, they should be entitled to talk with the students who want to talk with them."

Rachel Coleman, a UNM student who organized similar protests in Massachusetts, said students at other universities have stopped CIA recruiting on their campus.

She said recruiters attract college students with promises of glamorous overseas work and high pay.

Rally organizer Dana Wise said

the CIA representatives declined the chance to debate students at the 2 p.m. presentation.

"We don't oppose them being here," Wise said, describing UNM as a "free-speech zone."

"We are opposed to them recruiting for their illegal purposes," he said. "What we are protesting is their coming on campus and recruiting for covert activities we believe are immoral, illegal and undemocratic."

Wise, who is not a UNM student, said the protesters included a coalition of students, including members of the Campus Committee for Human Rights in Latin America and the All Campus Committee for Educational Survival.

Not all students sided with the protesters, however.

As the demonstration wound down, students who had come to hear the CIA presentation exchanged taunts with some of the protesters.

Former UNM student Steve Chavez said many of those involved with the rally were connected to Communist groups, a charge which Evans denied.

Chavez said the protesters are quick to jump on the CIA for perceived abuses, but routinely ignore transgressions by the Soviets.

"I'm in favor of the CIA being here (on campus)," said UNM sophomore Jeffrey Collins, who said he is considering a career with the agency. "What the protesters were doing here is a violation of our rights."

"These people are very uninformed and they really don't know what they're talking about," Collins said.

Sandoval said the CIA has recruited UNM students for about 30 years, but not always on campus. He said the CIA advertised positions at the university from 1970 to 1982, but had applicants contact their office in Colorado.

## Security To Attend 'Temptation' Opening

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Artists and General Cinema — have opted to pass on it, Esposito said. "Universal asked us to provide

protest, that's obstruction," he said, noting there is about 10 feet of sidewalk between the theater and the street.

can elect to refrain from seeing it, he said, or they can boycott the theater indefinitely.

But local church officials con-

the movie," Rosencrans said. "I still feel this is a blasphemous view of Jesus Christ. I'm not surprised that it's finally come to town. The



ALBUQUERQUE JOURNAL Friday, September 30, 1988

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## DIGEST

FROM JOURNAL STAFF REPORTS

### CIA Cancels Recruiting Program at UNM

The Central Intelligence Agency has stopped recruiting at the University of New Mexico, at least temporarily, in the wake of a protest this week.

The agency canceled a scheduled presentation Thursday at the Fair, said George Sandoval, director of the Career Counseling and Placement Office at UNM.

Sandoval said recruiters also canceled on-campus interviews with students.

About 60 students had signed up for interviews. A few were conducted before a protest Monday in the Student Union Building.

Sandoval said he doubted the agency would try to recruit on campus again, though that decision will be left to the CIA.

A group of protesters crashed a CIA recruitment presentation Monday, forcing its cancellation. The demonstrators said they were protesting the CIA's covert operations in foreign countries.

### Council Delays Anti-Obscenity Bill Vote

A majority of city councilors has agreed to delay action on a proposed anti-obscenity bill until Nov. 7, City Council President Pat Baca said Thursday.

The council had scheduled a public hearing on the bill for 7:30 p.m. Monday, with final action to follow.

The bill's sponsors, Hess Yntema and Herb Hughes, said earlier this week that they want the vote delayed to give other councilors more time to consider their proposal.

Councilor Pete Dinelli, who is sponsoring a substitute bill, said he would prefer to see a vote Monday, but will have to go along with the majority.

Both bills would make distribution of obscene material as defined by recent U.S. Supreme Court rulings a misdemeanor punishable by up to 90 days in jail and/or a \$500 fine.

### Cosgrove Honored as 'Jurist of the Year'

A non-partisan citizens "watchdog" organization has awarded its 1988 Jurist of the Year Award to state District Judge Burt Cosgrove of Albuquerque.

The award by the People's Commission for Criminal Justice cited Cosgrove "for his strict adherence to ethical standards, particularly as they



## Udall

By Charles Moore

JOURNAL STAFF WRITER

Democrat Tom Udall confronted each other whose background better represented New Mexico's 1st

Schiff and Udall attacked each other's choices at a forum before the Press Club and the Hispanic

Schiff prodded Udall to complete his assignments as an assistant attorney general in the late '70s, and needed him to practice.

Udall, in turn, characterized Schiff's career as narrow. Udall's own background is broader, having served in public office and private industry. "I didn't know one needed a career prosecutor today and for the past seven years as an insurance attorney missed anything by not practicing."

Udall said his work as a

